

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF SAN BERNARDINO COUNTY, CALIFORNIA
AND RECORD OF ACTION**

REVISED

69

August 8, 2006
Continued from August 1, 2006

FROM: MARK UFFER, County Administrative Officer
County Administrative Office

SUBJECT: CLASSIFICATION ACTIONS

RECOMMENDATIONS:

1. Read title only of proposed Ordinance No. _____ relating to compensation and benefits of Exempt and other unrepresented officers, employees, and stipends for boards and commissions; waive reading of entire text and continue to **Tuesday, August 8¹⁵, 2006**, for adoption.
2. Establish the following classifications and salaries listed below, subject to classification review. Establish salary ranges for the new classifications listed below as a Minute Order Amendment to the Salary Ordinance:

Department	New Classification	New Salary	Representation Unit/Group
Aging & Adult Services	DAAS District Manager	R64 (\$61,360 - \$78,353)	Management
Arrowhead Regional Medical Center (ARMC)	House Supervisor	R68 (\$67,704 - \$86,549)	Supervisory Nurses
Behavioral Health	Deputy Director, Behavioral Health Quality Management	R79 (\$88,733 - \$113,547)	Exempt, Group C
Board of Supervisors	Director of Legislative Affairs	R84 (\$100,318 - \$128,461)	Exempt, Group B Unclassified
Child Support Services	Assistant Director of Child Support	R82 (\$95,514 - \$122,262)	Exempt, Group C Unclassified
Child Support Services	Supervising Child Support Attorney	R80 (\$90,979 - \$116,397)	Supervisory
Economic Development	Economic Development Manager	R75 (\$80,371 - \$102,835)	Exempt, Group C Unclassified
Facilities Management	Deputy Director, Facilities Management	R71 (\$72,842 - \$93,205)	Exempt, Group C
Human Resources	Human Resources Benefits Chief	R85 (\$102,835 - \$131,664)	Exempt, Group C
Human Resources	Systems Procedures Analyst I	R63 (\$59,883 - \$76,502)	Administrative Services
Human Resources	Systems Procedures Analyst II	R67 (\$66,040 - \$84,406)	Administrative Services
Public Guardian	Chief Public Guardian	R71 (\$72,842 - \$93,205)	Exempt, Group C
Public Health	Registered Veterinary Technician	R39 (\$33,342 - \$42,578)	Technical and Inspection
PSSG	Asset Management Analyst	R60 (\$55,640 - \$71,136)	Administrative Services
Public Works	Budget Officer	R63 (\$59,883 - \$76,502)	Supervisory
Public Works	Supervising Transportation Analyst	R69 (\$69,368 - \$88,732)	Supervisory
Public Works	Transportation Analyst I	R55 (\$49,275 - \$62,899)	Administrative Services
Public Works	Transportation Analyst II	R59 (\$54,308 - \$69,368)	Administrative Services
Purchasing	Buyer III	R56 (\$50,502 - \$64,438)	Administrative Services
Registrar of Voters	Elections Analyst	R63 (\$59,883 - \$76,502)	Administrative Services
Risk Management	Deputy Director of Risk Management	R71 (\$72,842 - \$93,205)	Exempt, Group C
Sheriff Non-Sworn	Sheriff's Deputy Director of Administrative Services	R84 (\$100,318 - \$128,461)	Exempt, Group C Unclassified

Record of Action of the Board of Supervisors

Revised

69

3. Read title only of proposed Ordinance No. ____ amending Ordinance 1904 by placing the following list of positions into the Unclassified Service; waive reading of entire text and continue to **Tuesday, August 8¹⁵, 2006**, for adoption.

Department	Classification	Job Code	Range	Position Number
Agriculture Weights & Measures	Assistant Agriculture Commissioner/Sealer	03098	69	00199
Architecture & Engineering	Assistant Director of Architecture & Engineering	01074	77	01248
ARMC	ARMC Chief Operating Officer	01621	98	09727
Auditor/Controller-Recorder	Auditor/Controller Division Chief	01666	76	00571 & 00572
Auditor/Controller-Recorder	Chief Deputy Recorder	03116	76	00326
Auditor/Controller-Recorder	Executive Secretary I	05300	40	74014
Behavioral Health	Assistant Director of Behavioral Health	01373	82	08178
Board of Supervisors	Director of Legislative Affairs	12111	84	82227
Child Support Services	Assistant Director of Child Support	04254	82	82122
County Administrative Office	Administrative Analyst I	01061	56	82125 & 82121
County Airports	Assistant Director of Airports	04238	73	75807
County Counsel	Assistant County Counsel	01340	96	00238
County Library	Assistant County Librarian	12149	73	04422
District Attorney	Executive Secretary I	05300	40	07867
Economic Development Agency	Deputy Administrative Officer	04060	83	82153
Economic Development Agency	Economic Development Manager	06041	75	82154, 82155
Human Resources	Assistant Director of Human Resources	10019	87	81372
Information Services	Assistant Chief Information Officer	01380	86	09854
Registrar of Voters	Assistant Registrar of Voters	18079	74	77955
Risk Management	Assistant Director of Risk Management	18144	77	81383
Sheriff	Sheriff's Deputy Director of Administrative Services	04207	84	82123

4. Approve the reclassification of the following positions:

Position Number(s)	Current Classification/ Department	Current Salary/Unit	New Classification/ Department	New Salary/Unit
04141, 04142, 12815	Nurse Supervisor ARMC	R66 (\$64,438 - \$82,368) Supervisory Nurses	House Supervisor ARMC	R68 (\$67,704 - \$86,549) Supervisory Nurses
11248	Nursing Program Coordinator ARMC	Group 3 (\$61,069 - \$77,605) Nurses Unit	Nurse Supervisor ARMC	R66 (\$64,438 - \$82,368) Supervisory Nurses
05351, 13838	Staff Analyst I ARMC/Human Resources	R50 (\$43,597 - \$55,640) Administrative Services	Staff Analyst II ARMC/Human Resources	R56 (\$50,502 - \$64,438) Administrative Services
74014	Secretary II Auditor/Controller-Recorder	R38 (\$32,552 - \$41,517) Clerical Unit	Executive Secretary I (Unclassified) Auditor/Controller-Recorder	R40 (\$34,133 - \$43,597) Exempt Group C
81485, 13189	Systems Procedures Analyst ACR/Human Resources	R63 (\$59,883 - \$76,502) Administrative Services	Systems Procedures Analyst II ACR/Human Resources	R67 (\$66,040 - \$84,406) Administrative Services
05666	Executive Secretary I Board of Supervisors	R40 (\$34,133 - \$43,597) Exempt Group D	Executive Secretary III Board of Supervisors	R48 (\$41,517 - \$53,040) Exempt Group D
05561	Executive Secretary II Board of Supervisors	R45 (\$38,563 - \$49,275) Exempt Group D	Executive Secretary III Board of Supervisors	R48 (\$41,517 - \$53,040) Exempt Group D
07867	Secretary II District Attorney	R38 (\$32,552 - \$41,517) Clerical Unit	Executive Secretary I (Unclassified) District Attorney	R40 (\$34,133 - \$43,597) Exempt Group C
02623	Facilities Management Division Manager Facilities Management	R63 (\$59,883 - \$76,502) Management Unit	Deputy Director, Facilities Management	R71 (\$72,842 - \$93,205) Exempt Group C
04186	Human Resources Division Chief Human Resources	R77 (\$84,406 - \$108,098) Exempt Group C	Human Resources Benefits Chief	R85 (\$102,835 - \$131,664) Exempt Group C
15269, 15274	Administrative Analyst II Human Services	R66 (\$64,438 - \$82,368) Exempt Group C	Administrative Analyst III Human Services	R71 (\$72,842 - \$93,205) Exempt Group C
04869	Administrative Supervisor II Risk Management	R65 (\$62,899 - \$80,371) Supervisory Unit	Deputy Director of Risk Management	R71 (\$72,842 - \$93,205) Exempt Group C
08019	Executive Secretary I Risk Management	R40 (\$34,133 - \$43,597) Exempt Group D	Executive Secretary II Risk Management	R45 (\$38,563 - \$49,275) Exempt Group D
07857	Staff Analyst II Purchasing	R56 (\$50,502 - \$64,438) Administrative Services	Business Systems Analyst II	R63 (\$59,883 - \$76,502) Administrative Services

5. Approve a unit change for the following classifications:

- District Attorney's Assistant Chief Investigator from the Safety Management and Supervisory Unit to the Exempt Unit, Group C and all authorized positions and incumbents.
- Chief of Victim Services from the Management Unit to the Exempt Unit, Group C and authorized position and incumbent.
- Information Services Finance Officer from the Management Unit to the Exempt Unit, Group C and authorized position and incumbent.

6. Approve indicated salary changes as a Minute Order Amendment to the Salary Ordinance:

Classification	Unit	Current Salary	Recommended Salary
Assistant Assessor	Exempt B	R82 (\$95,514-\$122,262)	R84 (\$100,318-\$128,461)
Assistant Auditor/Controller-Recorder	Exempt B	R82 (\$95,514-\$122,262)	R84 (\$100,318-\$128,461)
Assistant Chief Information Officer	Exempt C	R83 (\$97,885-\$125,341)	R86 (\$105,414-\$134,930)
Assistant Director of Behavioral Health	Exempt C	R80 (\$90,979-\$116,397)	R82 (\$95,514-\$122,262)
Assistant Public Defender	Exempt C	R94 (\$128,461- \$164,424)	R96 (\$134,930- \$172,723)
Assistant Treasurer-Tax Collector	Exempt B	R82 (\$95,514-\$122,262)	R84 (\$100,318-\$128,461)
Chief Compliance Officer, Behavioral Health	Exempt C	R70 (\$71,136-\$90,979)	R72 (\$74,714-\$95,514)
Chief Deputy Public Defender	Exempt C	R90 (\$116,397- \$148,990)	R92 (\$122,262- \$156,520)
Board of Supervisors Chief of Staff	Exempt B	R80 (\$90,979-\$116,397)	R84 (\$100,318-\$128,461)
Chief of Victim Services	Exempt C	R64 (\$61,360-\$78,354)	R67 (\$66,040-\$84,406)
Deputy Chief of Network Services	Exempt C	R73 (\$76,502-\$97,885)	R77 (\$84,406-\$108,098)
Deputy Director, Behavioral Health Administrative Services	Exempt C	R74 (\$78,354-\$100,318)	R79 (\$88,733-\$113,547)
Deputy Director, Behavioral Health Program Services	Exempt C	R76 (\$82,368-\$105,414)	R79 (\$88,733-\$113,547)
Deputy Director of Alcohol and Drug Abuse Program Services	Exempt C	R74 (\$78,354-\$100,318)	R79 (\$88,733-\$113,547)
Information Services Division Chief	Exempt C	R79 (\$88,733-\$113,547)	R82 (\$95,514-\$122,262)
Information Services Finance Officer	Exempt C	R66 (\$64,438- \$82,368)	R71 (\$72,842 - \$93,205)
Public Information Officer	Exempt B	R75 (\$80,371-\$102,835)	R83 (\$97,885-\$125,341)
Supervising Buyer	Supervisory Unit	R55 (\$49,275- \$62,899)	R60 (\$55,640- \$71,136)
Supervising Deputy District Attorney	Supervisory Unit	R87 (\$108,098-\$138,341)	R88 (\$110,739-\$141,794)
Supervising Deputy Public Defender	Supervisory Unit	R87 (\$108,098-\$138,341)	R88 (\$110,739-\$141,794)
Systems Development Division Chief	Exempt C	R75 (\$80,371-\$102,835)	R82 (\$95,514-\$122,262)
System Support Division Chief	Exempt C	R75 (\$80,371-\$102,835)	R82 (\$95,514-\$122,262)

Revised

Classification	Unit	Salary as of 6/25/05	Salary Effective 8/05/06	Salary Effective 6/23/07
Chief Information Officer	Exempt A	\$144,849	\$177,520	\$182,846
Director of Purchasing	Exempt B	\$101,502	\$123,365	\$127,066

7. Approve a technical title change for the classification of Systems Procedures Analyst, Administrative Services Unit, R63 (\$59,883-\$76,502) to Systems Procedures Analyst I, Administrative Services Unit, R63 (\$59,883-\$76,502), including all authorized positions and incumbents with no change to compensation.
8. Approve a technical title change for the following classifications, authorized positions and incumbents; and approve indicated salary changes as a Minute Order Amendment to the Salary Ordinance:
 - Chief of Network Services, Exempt Unit, Group C, R79 (\$88,733 - \$113,547) to Network Services Division Chief, Exempt Unit, Group C, R82 (\$95,514 - \$122,262).
 - Departmental IS Manager, Exempt Unit, Group C, R75 (\$80,371 - \$102,835) to Departmental IS Administrator, Exempt Unit, Group C, R80 (\$90,979 - \$116,397).
9. Approve the reclassification of 49 funded positions from their indicated classifications to their new classifications as identified on Attachment #1- Summary of Position Reclassification Requests, included with the 2006-07 Proposed Budget, which is on file with the Clerk of the Board, subject to classification review.
10. Direct the Clerk of the Board to amend the County Conflict of Interest Codes of Designated Employees as follows:
 - Add Deputy Director of Risk Management, Disclosure Category 2
 - Add Human Resources Benefits Chief, Disclosure Category 2
 - Add District Attorney's Assistant Chief Investigator, Disclosure Category 1
 - Add Assistant Director of Child Support, Disclosure Category 2
 - Add Sheriff's Deputy Director of Administrative Services, Disclosure Category 2
 - Add Deputy Director, Behavioral Health Quality Management, Disclosure Category 2
 - Add Deputy Director, Facilities Management, Disclosure Category 2
 - Add Supervising Child Support Attorney, Category 2
 - Add DAAS District Manager, Category 2
 - Add Elections Analyst, Category 2
 - Add Buyer III, Category 2
 - Add Chief Public Guardian, Category 2
 - Add Asset Management Analyst, Category 2
 - Add Director of Legislative Affairs, Category 1
 - Add Chief of Victim Services, Category 2
 - Add Economic Development Manager, Category I

BACKGROUND INFORMATION:

Recommendation 1 – Human Resources is requesting to revise the Exempt Salary Ordinance to incorporate changes to Exempt compensation and benefits. In addition, the County Administrative Office is requesting to increase stipends for boards and commissions.

Recommendation 2 requests the establishment of the following new classifications:

The DAAS District Manager will manage several units of social workers, social service practitioners, and support staff, which serve the aging and adult community, under the direction of a Deputy Director.

The House Supervisor will provide supervisory nursing care activities and ensure quality patient care on a 24 hour basis at ARMC. This position will coordinate staffing, counseling, administration, disciplinary actions, and news media interfacing responsibilities for ARMC according to established guidelines.

The Deputy Director, Behavioral Health Quality Management will be responsible for developing, organizing, and implementing the department's quality management goals and objectives in addition to managing the quality management functions according to state mandate.

The Director of Legislative Affairs will be responsible for coordinating local, state and federal advocacy efforts on behalf of the Board of Supervisors. Moreover, this position will serve as an active liaison and spokesperson for the County's legislative affairs programs by directly interfacing with the community, local and intergovernmental organizations and interest groups.

The Assistant Director of Child Support will be responsible for assisting the Director in the day-to-day administration of Child Support Services. Additionally, this position will be responsible for Countywide program operations and policy development.

The Supervising Child Support Attorney will be responsible for assisting the Child Support Chief Attorney in the day-to-day operations of the Child Support Attorney Unit, comprised of thirteen child support attorneys and their support staff.

The Economic Development Manager will be responsible for identifying and developing new markets for economic growth, managing a comprehensive campaign to promote the County as an ideal location for business, assisting businesses with the development of global markets for goods and services, and supporting critical infrastructure projects that enhance trade.

The Deputy Director, Facilities Management will be responsible for providing management support by overseeing multiple operational units.

The Human Resources Benefits Chief will be responsible for managing the highly complex and technical Benefits Division of Human Resources.

The Systems Procedures Analyst I will be responsible for identifying and resolving moderately complex issues affecting the Employee Management and Compensation System (EMACS) and implementing new or revised system modifications. Additionally, incumbents will analyze departmental work processes and facilitate automated solutions.

The Systems Procedures Analyst II will be responsible for identifying and resolving highly complex issues affecting EMACS, while providing lead oversight to subordinate staff.

The Chief Public Guardian will be responsible for the management of daily functions, quality control, program evaluation, and budgetary control of the Public Guardian.

The Registered Veterinary Technician will be responsible for assisting with performing routine and para-professional duties in the care and treatment of animals, administering medications, completing accurate and detailed medical records, and assisting the veterinarian in preparing animal patients for surgery.

The Asset Management Analyst will coordinate the collection and recordation of the County's capital assets inventory utilizing computer aided asset management tools. This will enable the County to manage its capital assets in a more sophisticated and efficient manner by improving building inventory; centralizing the capital planning database; and tracking facility condition data, preventive maintenance schedules, energy management systems, and the costs associated with building maintenance and rehabilitation.

The Budget Officer will be responsible for analyzing and advising the Department of Public Works on financing options, appropriation transfers, and developing and maintaining fiscal compliance with cost accounting requirements and funding sources, as well as developing the department's complex budget.

The Supervising Transportation Analyst will oversee a unit engaged in developing mitigation programs for transportation related issues arising from development activity throughout the County in compliance with Measure I 2010-2040, Section VIII.

The Transportation Analyst I will be responsible for conducting local and regional transportation studies of moderate complexity in support of Measure I 2010-2040, Section VIII.

The Transportation Analyst II will be responsible for conducting complex local and regional transportation studies and for recommending mitigation measures for County maintained transportation systems as per Measure I 2010-2040, Section VIII.

The Buyer III will be responsible for negotiating and advising County agencies in developing multi-year service contracts, solicitation processes and handling the most complex procurement issues, as well as providing lead oversight and training to subordinate staff.

The Elections Analyst will be responsible for analyzing the impact new legislation has on elections policy/procedures and making recommendations as appropriate. Additionally, the position will deal with technical and administrative issues unique to election offices and serve as a subject matter expert on elections related issues.

The Deputy Director of Risk Management will be responsible for managing the overall administration and finance section for the Department of Risk Management.

The Sheriff's Deputy Director of Administrative Services will be responsible for overseeing the department budget, capital improvements, facility and contract management.

Recommendation 3 requests to change position status of Exempt Group classifications from classified to unclassified status. Approval of this recommendation will establish consistency and appropriate alignment with similar classifications in other departments. Pursuant to Personnel Rule III, Section 2.4(e), incumbents in these classifications will retain their current classified status while holding the position even though such position is placed in the Unclassified Service by action of the Board of Supervisors. The change to unclassified status and benefit group will take effect as positions become vacant.

Recommendation 4 approves the reclassification of nineteen (19) positions as follows:

ARMC is reclassifying three Nurse Supervisors to House Supervisors since they are providing supervision and administrative oversight to all levels of staff and serving as nurse administrative representatives as needed. They are responsible for developing policies, monitoring budgets, and evaluating clinical systems.

ARMC is reclassifying a Nursing Program Coordinator to Nurse Supervisor to more accurately reflect the duties and responsibilities assigned to this position such as, supervising the patient care activities related to the Mobile Intensive Care Nurse (MICN) function, which serves as the base radio station responsible for communicating with paramedics transporting patients to ARMC, and training emergency and fire personnel in the Inland Counties Emergency Management Association.

ARMC and Human Resources are reclassifying two Staff Analyst Is to Staff Analyst IIs to make them comparable to other County departments whose positions perform modified duty and disability coordination activities.

Auditor/Controller-Recorder is reclassifying a Secretary II to an Executive Secretary I since this position will be responsible for handling information of a confidential nature and to more closely align it with comparable positions in elected official offices.

Auditor/Controller-Recorder and Human Resources are reclassifying two Systems Procedures Analysts to Systems Procedures Analyst IIs based on a classification study, which determined the need to create a classification series to recognize the additional lead responsibility and increasing complexity of duties ascribed to the Systems Procedures Analyst II.

Board of Supervisors is reclassifying two one Executive Secretary II positions to Executive Secretary IIIs since these positions are responsible for handling and managing the most highly confidential information and services in support of the department.

District Attorney is reclassifying a Secretary II to an Executive Secretary I since this position will be responsible for handling information of a confidential nature and to more closely align it with comparable executive administrators support staff in elected official offices.

Facilities Management is reclassifying a Facilities Management Division Manager to a Deputy Director, Facilities Management since this position currently provides high-level support to the Director, and serves in this capacity during the director's absence.

Human Resources is reclassifying a Human Resources Division Chief to Human Resources Benefits Chief to accurately reflect the critical fiduciary responsibilities linked to this position and additional range of duties currently performed, which are associated with planning and administering the County's benefits and services programs.

Human Services is reclassifying two Administrative Analyst IIs to Administrative Analyst IIIs since both positions are currently performing duties consistent and within the scope of the Administrative Analyst III classification.

Risk Management is reclassifying an Administrative Supervisor II to a Deputy Director of Risk Management since this position has accrued a broader scope of duties and responsibilities such as additional administrative functions and serving as the Assistant Director of Risk Management, as needed, deeming the reclassification appropriate.

Risk Management is reclassifying an Executive Secretary I to an Executive Secretary II since this position is responsible for handling and managing highly confidential information and services in support of the department.

Purchasing requests to reclassify a vacant Staff Analyst II position to a Business Systems Analyst II position, which will be primarily responsible for maintaining the Automated Purchasing System, and for ensuring that the procurement application in the new FAS meets the functional needs for the Purchasing Department and the County.

Recommendation 5 approves a unit change for the classification of District Attorney's Assistant Chief Investigator from the Safety Management and Supervisory Unit to the Exempt Unit, Group C and Chief of Victim Services from the Management Unit to the Exempt Unit, Group C and all authorized positions and incumbents. At the request of the District Attorney's Office, Human Resources conducted a five-county survey and determined that it is appropriate to place the classification of District Attorney's Assistant Chief Investigator in the Exempt compensation plan. The Chief of Victim Services responsibilities have increased and the scope of work has become broader. With the increase in crimes against victims, the need to provide services to these victims has increased. The Information Services Finance Officer was determined to be consistent with similar level finance classifications that manage and administer the overall financial responsibilities of a department.

Recommendation 6 approves the recommended compensation changes based on salary surveys conducted by Human Resources and internal parity as part of the Exempt compensation plan review.

Recommendation 7 approves a technical title change for the classification of Systems Procedures Analyst to Systems Procedures Analyst I, to enable establishment of journey and lead level classifications.

Recommendation 8 approves a technical title change for the following classifications, authorized positions and incumbents; the recommended titles are better suited and more accurately represent the duties and responsibilities of the classification:

- Chief of Network Services, Exempt Unit, Group C to Network Services Division Chief, Exempt Unit, Group C
- Departmental IS Manager, Exempt Unit, Group C to Departmental IS Administrator, Exempt Unit Group C

Recommendation 9 approves the reclassification of 49 funded positions, subject to Classification review. Human Resources has conducted initial or complete studies on these positions and generally concurs with the requests. After final review, Human Resources may recommend minor changes without returning to the Board for approval. Such changes are limited to classification title,

representation unit, the same or lower salary, or using an existing classification instead of creating a new classification. The reclassifications are summarized on Attachment 1 and are included in the departmental budget pages for those departments requesting the reclassifications.

Recommendation 10 requests amendments to the County Conflict of Interest Code as follows:

- Deputy Director of Risk Management, Disclosure Category 2
- Human Resources Benefits Chief, Disclosure Category 2
- District Attorney's Assistant Chief Investigator, Disclosure Category 1
- Assistant Director of Child Support, Disclosure Category 2
- Sheriff's Deputy Director of Administrative Services, Disclosure Category 2
- Deputy Director, Behavioral Health Quality Management, Disclosure Category 2
- Deputy Director, Facilities Management, Disclosure Category 2
- Supervising Child Support Attorney, Category 2
- DAAS District Manager, Category 2
- Elections Analyst, Category 2
- Buyer III, Category 2
- Chief Public Guardian, Category 2
- Asset Management Analyst, Category 2
- Director of Legislative Affairs, Category 1
- Chief of Victim Services, Category 2
- Economic Development Manager, Category I

Fair Labor Standards Act (FLSA) Status of New Classes:

DAAS District Manager – Exempt
House Supervisor – Exempt
Deputy Director, Behavioral Health Quality Management – Exempt
Director of Legislative Affairs – Exempt
Assistant Director of Child Support – Exempt
Supervising Child Support Attorney – Exempt
Economic Development Manager – Exempt
Deputy Director, Facilities Management – Exempt
Human Resources Benefits Chief – Exempt
Systems Procedures Analyst I – Covered
Systems Procedures Analyst II – Covered
Chief Public Guardian – Exempt
Registered Veterinary Technician – Covered
Asset Management Analyst – Covered
Budget Officer – Exempt
Supervising Transportation Analyst – Exempt
Transportation Analyst I – Covered
Transportation Analyst II – Covered
Buyer III – Covered
Elections Analyst – Covered
Deputy Director of Risk Management – Exempt
Sheriff's Deputy Director of Administrative Services – Exempt

REVIEW BY OTHERS: This item has been reviewed by County Counsel (Ruth Stringer, Assistant County Counsel, 387-5451) on July 24, 2006; and the County Administrative Office [Kelly Welty (387-5426), Laurie Rozko (387-8997), Vicki Kratzke (387-8906), and Antoinette Hanson (387-4777), Administrative Analysts] on July 24, 2006.

FINANCIAL IMPACT: Recommendations 2, 3, 7, and 10 have no financial impact. If Recommendations 1, 4, 5, 6, 8, and 9 are approved, the total financial impact will be approximately \$1,010,000. Approximately \$195,000 is already included in the adopted 2006-07 Proposed Budget and the remaining \$815,000 will require budgetary adjustments within the department's current appropriation authority. These budgetary adjustments will be incorporated within a future agenda item that will recommend adoption of the 2006-07 Final Budget. Adoption of the final budget is anticipated to occur on August 22, 2006.

Of the total financial impact, approximately \$270,000 was related to equity studies and would have increased general fund financing to the applicable departments. However, these departments will be absorbing these costs within their current general fund allocation. Therefore, this agenda item requires no additional general fund financing.

SUPERVISORIAL DISTRICTS: All

PRESENTER: Andrew L. Lamberto, Director of Human Resources, 387-5570